

EXHIBIT 16

Certification of Translation

COUNTY OF SUFFOLK
COMMONWEALTH OF MASSACHUSETTS

October 5, 2023

This is to certify that the attached translation is, to the best of my knowledge and belief, a true and accurate translation from Arabic into English of the attached document:

KSA0000001106

Linguistic Systems, Inc. adheres to an ISO-certified quality management system that ensures best practices are always followed in the selection of linguists skilled in both the languages and subject matters necessary for every translation.

Benardette McEvoy
Benardette McEvoy
Assistant Production Manager
Linguistic Systems, Inc.



260 Franklin Street, Suite 230, Boston MA 02110 • Phone 617-528-7400 • Fax 617-528-7490 • www.linguist.com

Certifications: ISO 9001 • ISO 17100 • ISO 18587 • ISO 27001

* 020398

4/1290

Kingdom of Saudi Arabia
Ministry of Defense and Aviation
Civil Aviation Presidency

Number: 7/4/73
Date: 4/1/1402H [Nov. 1, 1981]
Attachment:

The Director of the Employee Affairs and Salaries Directorate

Per the powers granted to him and in reference to Minutes No. 35 of the Promotions Committee at the Bureau, dated 27/12/1401H [Oct. 25, 1981], which we received with Note No. 34947 dated 29/12/1401H [Oct. 27, 1981] from the Director General of Civil Service with regards to the promotion of a number of employees at this Presidency; accordingly,

We have decided

1. To promote 12 employees: eight of them to the sixth rank, three to the fifth rank, and one to the fourth rank, as explained in the attached letter.
2. The promotion becomes effective as of the start date unless it precedes this decision. Their authority must report the start.
3. This decision shall be communicated to the necessary parties for implementation.

[signature]

Director, Employee Affairs and Salaries Directorate

[signature]

Mohamed Saeed Salameh

C. with salutations to Bureau of Civil Service / Riyadh

C. to Director of Jeddah Airport / Riyadh Airport / Warehouses / Finance Directorate / Statistics [illegible handwriting]

C. Airport Affairs with the note that the employee Mohammed Said [illegible handwriting] is not to be allowed to begin [illegible handwriting] until after 8/1/1402H [Nov. 5, 1981]

C. to Aviation Services / Planning / Organization / Salaries / Pay / Record / Hiring

C. to Jeddah Airport with the note that the employee Mohammed Said [illegible handwriting] is not to be allowed to begin in the position to which he is being promoted until after 8/1/1402H [Nov. 5, 1981]

C. to Record and Archive with the note that the employees Ali Shaheen and Abdul Ghani al-Hindi are not to be allowed to begin in the positions to which they are being promoted until after 8/1/1402H [Nov. 5, 1981]

190/2

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

KINGDOM OF SAUDI ARABIA
MINISTRY OF DEFENCE & AVIATION
CIVIL AVIATION PRESIDENCY
JEODDAH SAUDI ARABIA

الجمعية المؤسسة للمؤسسة
قطعة المفاع والمطارات
سياسة الطيران المدني

ان مديريادارة شئون الموظفين والراتب

بموجب الصلاحيات المنوحة له وأشاره إلى محضر لجنه الترقى بالدبلومان رقم ٣٥ في ٢٢/١٢/١٤٠١
الوارد لنا بشير مديرها الخدمة المدنية رقم ٣٤٩٤٢ وتاريخ ٢٩/١٢/١٤٠١ الخاص بترقية
بعض الموظفين بهذه الرئاسة وبناءً عليه.

نگاره‌ها

١) ترقية اثناء عشر موظفاً منهم منهم ثمانية الى المرتبة السادسة وتلاته الى المرتبة الخامسة وواحد الى المرتبة الرابعة بموجبها وموضحاً بالبيان المرفق .

٢) تعيين الترقية من تاريخ التساعرة على أن لا يتحقق صدورها هذا القراروطى مرجعهم الرفع من المباشرة

٣) ببلغ هذا القرار لمن يلزم لإنفاذه ولذا حبرر : ***

مديرية شئون الموظفين والرواتب

د سعادت سعید

ص/ مع التحية لدیوان الخدمة المدنیة / الرياض
ص/ للسکریم مدین مطار جدة / مطار الرياض، المستودعات / الادارة المالية / الاحماه للوقت
ص شئون السيارات ح موظفہ عدم تپیں لیکن تمیز و خلق اہل خواستہ ملکاً بولے یعنی ۱/۸ ۹۴۴
ص/ للخدمات الجوية / التخطيط، التنظيم / الرواتب، التأدية / السجل / التوائف
ص/ للارتباط ح موظفہ عدم تکلیف لیکن تمیز و خلق اہل خواستہ لیکن عدم تپیں ۱/۸ ۹۴۴
ص/ السجل و الوثائق ح موظفہ عدم تکلیف لیکن تمیز و خلق اہل خواستہ لیکن عدم تپیں ۱/۸ ۹۴۴

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COUNTY OF SUFFOLK
COMMONWEALTH OF MASSACHUSETTS

October 5, 2023

This is to certify that the attached translation is, to the best of my knowledge and belief, a true and accurate translation from Arabic into English of the attached document:

KSA0000001107

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Statement of employees promoted pursuant to Promotions Committee Minutes No. 35 of 27/12/1401 [Oct. 25, 1981]

Employee name	Current position	Position following promotion					Salary			
		Fifth	73	Jeddah Airport	Head of Inquiry Dept	Sixth	141	Riyadh Airport		
Mahmoud Hamza Aamer	Inquiry commissioner								5195	Seventh grade
Mohammed Abdullah Hamid	Covenant clerk	“ ”	205	Jeddah Airport Warehouses	Warehouse Chief	“ ”	63	Riyadh Airport Warehouses	4505	Fourth grade
Omar Ahmed Mustafa al-Bayoumi	Budget clerk	“ ”	34	Planning & Budget	Auditor	“ ”	194	Finance Directorate	4735	Fifth grade
Hassan Ibrahim Abdullah [illegible]	Statistics clerk	“ ”	352	Statistics	Statistical Researcher	“ ”	196	Statistics	5195	Seventh grade
Farraj A'ed Al-Ahmadi	Warehouse clerk	“ ”	206	Warehouses	Secretary	“ ”	47	Employees	4965	Sixth grade
Mohammed Saeed Hamid [illegible]	Relationship commissioner	“ ”	211	Jeddah Airport	Airport Services Office Manager	“ ”	116	Airport Affairs	4965	Sixth grade
Ali Hamza Shahin	Salary clerk	“ ”	320	Registry	Employee Affairs [illegible]	“ ”	107	Employees	5195	Seventh grade
Mohammad Abd Al Kareem al- Rumaih	Air traffic controller	“ ”	104	Jeddah Airport	Air traffic controller	“ ”	5	Jeddah Airport	4735	Fifth grade
Ghazi Mohammed Sidqi [illegible]		“ ”	Fourth	88	Dhahran	“ ”	106	Dhahran	3590	Third grade
Osama Abdullah [illegible]		“ ”	“ ”	224	Jeddah Airport	“ ”	48	Jeddah Airport	3790	Fourth grade

The statement has a supplement

Continued Statement of employees promoted pursuant to Promotions Committee Minutes No. 35 of 27/12/1401 [Oct. 25, 1981]										
Abdullah Binyah Hamid Al-Hubaishi	Air traffic controller	Fourth	313	Jeddah Airport	Air traffic controller	Fifth	419	Jeddah Airport	3790	Fourth grade
Abdul Ghani Abdul Salam Al-Hindi	Clerk	Third	44	Employees	Clerk	Fourth	342	Employees	3165	Fourth grade

Twelve employees only

KSA0000001108

٢٠١٣/١٢/٢٤ مخصوص بجهة مخفر طيبة لتفعيل رفع لـ P
٢٠١٣/١٢/٢٤

شئون بيته تهليفي مرفق جواب برقم ٣١٣ مخصوص مرفق جواب رقم ٤١٩ تهليفي (٢٧٩٠) بهجراهم
تلغيفي مسلم الهندي كاتب شاله ٤٤ مخصوص كاتب برقم ٢٢٢ تهليفي (٢١٦٥) بهجراهم

لـ P

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